



**ADVANCED 4 SOLUTIONS, INC**  
*Woodward, OK Plant*

*\*Hiring timelines are estimates*

*\*\*Pay based on experience*

<b>FIELD SERVICES</b>	<b>*Hiring Timeline</b>	<b>**Yearly Pay (DOE)</b>
Field Service Supervisor	Aug 2022	\$70,000-\$75,000
Field Services Equipment Operator	Aug 2022	\$50,000-\$60,000
<b>MAINTENANCE</b>	<b>*Hiring Timeline</b>	<b>**Yearly Pay (DOE)</b>
Plant Maintenance Supervisor	Oct 2022	\$60,000-\$70,000
Plant Maintenance Technician	Oct 2022	\$50,000-\$60,000
Plant Electronics Technician	Oct 2022	\$73,500-\$78,000
<b>ENGINEERING/LABS</b>	<b>*Hiring Timeline</b>	<b>**Yearly Pay (DOE)</b>
R&D Lab Technician Plant	Sept 2022	\$55,000-\$65,000
Plant Lab Technician	Oct 2022	\$45,500-\$48,000
<b>RECYCLING-MANUFACTURING FACILITIES</b>	<b>*Hiring Timeline</b>	<b>**Yearly Pay (DOE)</b>
Department Supervisor	Oct 2022	\$60,000-\$70,000
Recycling-Production Operator	Oct 2022	\$50,000-\$60,000
<b>QUALITY CONTROL</b>	<b>*Hiring Timeline</b>	<b>**Yearly Pay (DOE)</b>
Quality Manager	Dec 2022	\$60,000-\$70,000
Quality Inspector	April 2023	\$50,000-\$55,000



## **Department Supervisor**

### **Job Summary**

Department Supervisors will be responsible for oversight, leadership, and management of personnel and operations within assigned composite recycling or production departments and shifts. Duties includes ensuring manufacturing equipment and tools function properly; build production and personnel schedules; work with R&D Lab, Quality, and production team to review processes to enhance efficiencies and stay within budgets. Department Supervisors must have a proven history of leading teams (direct reports) in a manufacturing/production environment. Supervisors are required to have good working knowledge of plant equipment and processes. Equipment includes automated machining centers, additive manufacturing equipment, thermal pyrolysis kilns, multi-axis CNC mills/routers, waterjet cutting systems, ply cutters, conveyors, autoclaves, curing ovens, chopped fiber spraying systems, gel coating equipment, etc.

The Department Supervisors must be champions of EHSQ compliance throughout the organization. Must demonstrate the ability to make decisions in a fast-paced work environment and show a logical thought process behind each decision. Must have experience with Lean Manufacturing principles and FMEA tools (5-Why's, Fishbone, etc.). Department Supervisors will report directly to the Plant General Manager.

Department Supervisors must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time, and must have the ability to work all assigned shifts.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion EHSQ compliance throughout the organization
- Monitor assigned department production lines to ensure quality and efficiency
- Organize workflow by assigning responsibilities and preparing schedules to maximize use of machinery and personnel
- Lead, train, and coach all production personnel in department and shift
- Work with Quality Control personnel to determine disposition of raw materials, in process, and finished products, that prove to be out of specification
- Review all documentation (production and quality records) for assigned department during and after required shift
- Work as a team leader for all Maintenance and Quality personnel, as well as Production oversight during non-day shifts

### **Basic Qualifications**

- High school diploma
- 3-5 years of manufacturing supervisory experience
- Working knowledge of EPA and OSHA regulations
- Strong project management skills
- Strong computer skills in MS Word, Excel, PowerPoint, ERP software
- Thorough understanding of methods and processes involved in manufacturing
- Organized and Detail Oriented
- Effective written and verbal communication skills
- Ability to coach and motivate employees
- Must be willing and able to work night and weekend shifts as needed

### **Preferred**

- Bachelor's degree in Industrial Engineering or related field
- 5-10 years' fiber composites manufacturing plant supervisory experience, OR 5-10 years' chemical plant supervisory experience



## **Field Services Supervisor**

### **Job Summary**

Field Services Supervisors will be responsible for leading Field Material Collection crews who travel throughout the US (primarily TX, KS, OK, CO, IA, NM, CA) to remove fiber-reinforced composite materials from wind farms and customer locations and have transported back to the A4S recycling facility. Each Field Service Supervisor will lead, manage, and support a crew consisting of two-to-three Field Equipment Operators (FEO) who will operate customized heavy equipment to move, cut, and load composite materials for transport. Field Supervisors must have a good understanding of the field material collection procedures and excel at making decisions in a field working environment while demonstrating logical thought processes behind each decision. Supervisors must be comfortable and confident in ability to independently lead the team, be a self-starter, and must be well organized with attention to detail. Extensive travel is required for this position (up to 14 days).

Field Services Supervisors report directly to the EVP of Field Services with a dotted line to the Plant General Manager. Field Supervisors must be able to operate heavy equipment (excavators, track hoes, skid loaders, extended reach forklifts, etc.) and be able to perform on-site field maintenance on the heavy equipment used in field. Proficient computer and material tracking software skills and excellent communication skills are a must for this role.

Field services supervisors must be physically able to push, pull or lift a minimum of 50 pounds, work in all weather conditions, and to handle the physical rigors of work and duties performed during a given workday.

### **Essential Duties and Responsibilities**

- Champion and ensure strict adherence to EHS policies and procedures
- Foster an environment of mutual respect and lead with highest ethics and professionalism
- Monitor all aspects of Field Service procedures for quality and efficiency
- Oversight of employees, equipment, tools, policies and procedures in the field
- Safely and efficiently operate the required heavy equipment used in the field collection processes
- Verification of proper material sizing, tagging, scanning, loading, and accurate input into material tracking software
- Responsible for crew work schedules (PTO, on-time location arrival, etc.), and expense reporting

### **Basic Qualifications**

- High School diploma
- 3-5 years of field supervisory experience
- Strong Project Management skills
- Able to work independently and be self-supervised
- Problem solving and troubleshooting skills
- Effective team leadership (mentor, train, and coach)
- Strong computer skills in MS Word, Excel, PowerPoint, tracking software
- Excellent interpersonal and communication skills
- Ability to operate and perform general and PM maintenance on heavy machinery
- Ability to effectively communicate instructions- written, spoken, schematic
- Attention to detail on record keeping of material collected
- Willing to travel for extended periods of time (up to 14 days)
- Current clean driving record

### **Preferred**

- Bachelor's degree in industrial engineering or mechanical engineering
- 5-10 years supervisory experience over heavy equipment operations
- Current CDL



## **Field Services Equipment Operators**

### **Job Summary**

Field Services Equipment Operators (FEO) will operate customized heavy equipment to move, cut and load fiber-reinforced composite materials to be removed from wind farms and customer locations and transported back to the A4S recycling facility. FEOs will work on a three-to-four-person crew traveling throughout the US (primarily TX, KS, OK, CO, IA, NM, CA) to collect these composite materials. Extensive travel is required for this position (up to 14 days).

Field Services Equipment Operators must be able to thrive in a team environment and be willing to accept instruction and coaching from supervisors and peers. FEOs must have routine maintenance experience and be proficient at operating heavy equipment (excavators, track hoes, skid loaders, extended reach forklifts, etc.). Field Services Equipment Operators will report directly to the Field Services Supervisor.

Field Equipment Operators must be physically able to push, pull or lift a minimum of 50 pounds, work in all weather conditions, and handle the physical rigors of work and duties performed during a given workday.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion safety protocols in the workplace
- Foster an environment of mutual respect amongst their peers in the workplace
- Maintain cleanliness and protection of assigned equipment and vehicles
- Monitor equipment for any mechanical/electrical issues and adhere to notification protocol
- Maintain daily equipment checks and maintenance
- Strive to meet all productivity goals set forth by their supervisor and management
- Safely and efficiently operate the required heavy equipment used in the field collection processes
- Prepare all onsite field material collection documentation
- All other duties as assigned by their supervisor or management

### **Basic Qualifications**

- High school diploma
- High ethical standards
- Proficient at safely operating heavy equipment
- Able to be an effective member of a team (be mentored, trained, and coached)
- Understanding of the field collection processes and procedures
- Good verbal communication skills
- Detail oriented
- Ability to accept and comprehend instructions- written, spoken, schematic
- Able to perform on-site field maintenance on the heavy equipment used in field
- Willing to travel for extended periods of time (up to 14 days)
- Clean driving record
- Drug screen and background check required

### **Preferred**

- 3-5 years of heavy equipment operation experience
- Current CDL



## **Plant Maintenance Supervisor**

### **Job Summary**

The Plant Maintenance Supervisor will be responsible for oversight of repairs, installations, and preventive maintenance of recycling, processing, materials handling, and manufacturing equipment in the various departments/buildings (including buildings and offices) throughout the plant. Equipment includes automated machining centers, additive manufacturing equipment, multi-axis CNC mills/routers, waterjet cutting systems, ply cutters, conveyors, autoclaves, curing ovens, chopped fiber spraying systems, gel coating equipment, etc. In addition, the Maintenance Supervisor will also be responsible for designing maintenance procedures and PM programs, tracking budgets and expenses, and performing equipment inspections to identify potential problems and making the necessary repairs. The Maintenance Supervisor must possess a good understanding of equipment troubleshooting, PM programs, and experience in at least two of the typical plant maintenance fields (mechanical, electrical, HVAC, etc.).

The Maintenance Supervisor be a champion of EHSQ compliance throughout the organization, and be able to demonstrate the ability to make good decisions and judgements in a fast-paced work environment, showing a logical thought process behind each decision. Must have experience with Lean 5S methodology. The Plant Maintenance Supervisor will report directly to the Plant General Manager and must have the ability to work nights and weekends as required by management.

The Maintenance Supervisor must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time, and have the ability to comfortably walk the recycling and manufacturing floors throughout the scheduled work hours.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion safety in the workplace
- Implementation of Lean 5S program
- Good understanding of and willingness to abide by all OSHA safety standards (safety first attitude)
- Have a good working knowledge of the operation and maintenance of plant equipment (conveyor systems, OHC, motors, gear boxes, air compressors and dryers, HVAC systems, etc.)
- Must be familiar with plant maintenance, automation, manufacturing/production machine systems
- Must be able to multi-task and have excellent time management skills
- Use sound logic and troubleshooting practice
- All other duties as assigned by their supervisor or management

### **Basic Qualifications**

- Bachelor's Degree
- 5-10 years' experience in a supervisory role
- Working knowledge of electrical and mechanical systems
- Familiarity in drafting and understanding blueprints and schematics
- Effective communication and people management skills

### **Preferred**

- Bachelor's Degree in Engineering, Administration, or Facility Management
- 5-10 years' Maintenance Management experience in lean manufacturing plant



## **Maintenance Technician**

### **Job Summary**

Maintenance Technicians will be responsible for the maintenance and repair of all production and recycling equipment, conveyor systems, and materials handling at the plant. Equipment includes automated machining centers, additive manufacturing equipment, thermal pyrolysis kilns, multi-axis CNC mills/routers, automated waterjet cutting systems, ply cutters, conveyors, autoclaves, curing ovens, chopped fiber spraying systems, gel coating equipment, etc. Maintenance Technicians are required to possess a good understanding of equipment troubleshooting, PM programs, and experience in at least two of the typical plant maintenance fields (mechanical, electrical, HVAC, etc.).

Maintenance Technicians must be a champion of safety and policy and procedure compliance throughout the plant, while maintaining a clean and orderly work area. Technicians must be trainable and willing to accept input and feedback from others. Manufacturing Technicians are required to have prior experience maintaining equipment and machines used in manufacturing, production, assembly lines, or machine shops.

Maintenance Technicians report directly to the Maintenance Supervisor with a dotted line to the Production or Recycling Supervisor on non-day shifts. Maintenance Technicians must be physically able to push, pull or lift a minimum of 50 pounds and handle the rigors of the work performed during given workday. Maintenance Technicians must be able to work nights and weekends as required.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion safety in the workplace
- Foster an environment of mutual respect amongst their peers in the workplace
- Maintain cleanliness of their work area and tools
- Good understanding and willingness to abide by all OSHA safety standards (safety first attitude)
- Have a good working knowledge of the operation and maintenance of plant equipment (conveyor systems, OHC, motors, gear boxes, air compressors and dryers, HVAC systems, etc.)
- Must have good written and oral communication skills
- Must be familiar with plant maintenance, automation, manufacturing/production machine systems
- Must be able to multi-task and have excellent time management skills
- Read, understand, and follow manuals, diagrams, and work order instructions
- Use sound logic and troubleshooting practice
- All other duties as assigned by their supervisor or management

### **Basic Qualifications**

- High school diploma
- 3 plus years plant maintenance experience in manufacturing environment
- Understand and follow OSHA safety standards
- Able to be an effective member of a team (be mentored, trained, and coached)
- Able to read, understand and follow manuals, diagrams and work order instructions
- Good understanding of a plant maintenance PM program and the technician's role

### **Preferred**

- Industrial, mechanical, or electrical engineering degree
- 5 – 10 years composites manufacturing plant maintenance experience



## **Plant Lab Technician**

### **Job Summary**

Plant Lab Technicians will be responsible for collecting samples of raw materials, in-process, and finished materials used in the fiber-reinforced composites recycling and manufacturing plant. Other duties include labeling and storing tested and to be tested material samples, determining, performing, recording tests needed for analysis and report, assisting with lab equipment and facilities cleaning, lab equipment calibration, maintaining equipment records and daily work logs. Lab Technicians will be a firm advocate of EHSQ compliance within the organization. Knowledge and comprehension of quality standards is essential.

Plant Lab Technicians must be organized, focused and systematic in their work. Must maintain the highest of ethical standards, work with respect and professionalism, and demonstrate good choices and judgements regarding product evaluations. Lab Technicians must team oriented and assist lab personnel with day-to-day organization and cleanliness within all lab facilities. Plant Lab Technicians report to the Chief Scientist with a dotted line to the Production Supervisor on night and weekend shifts.

Plant Lab Technicians must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time, frequently climb stairs, and have the ability to walk between testing labs and all departments and facilities numerous times throughout the required shift. Plant Lab Technicians must be able to work nights and weekends as required.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion EHSQ compliance throughout the plant facilities
- Collect samples and perform tests in accordance with quality program set forth by the Chief Scientist
- Work with Production/Recycling, Quality personnel to determine disposition of raw materials, in process, and finished products, that do not meet quality standards
- Engage in machine tooling setup, calibrations, equipment inspections, and internal audits
- Ensure testing and measuring equipment is calibrated and functioning properly; notify supervisor when machines are not in tolerance
- Work as a team member under the supervision of the Chief Scientist
- Monitor each stage of the recycling and production processes to avoid product defects
- Assist R&D Lab Technicians with material and product testing
- All other duties assigned by supervisor and/or management

### **Basic Qualifications**

- High school diploma
- Understands and follow procedures
- Good critical thinking skills
- Works well with multiple personalities
- Organized and Detail Oriented
- Effective oral and written communication skills
- Must be willing and able to work scheduled night and weekend shifts

### **Preferred**

- 2 plus years' lab experience in a chemical or production plant (or equivalent)



## **Quality Inspector**

### **Job Summary**

Quality Inspectors will be responsible for monitoring and performing quality checks and inspections for all incoming and outgoing materials and products in the A4S facilities. Quality Inspectors will be a firm advocate of quality and safety for the company. Knowledge and comprehension of quality standards is essential. Quality Inspectors will ensure all products are made of flawless materials that meet high company and customer standards. Other duties include making sure all equipment is properly set up and functioning properly. Quality Inspectors must be able to record and analyze results, and generate quality control reports. Quality Inspectors report to the Quality Manager with a dotted line to the Production Supervisor when working evening or night shifts.

Quality Inspectors must always conduct themselves with the highest of ethical standards, demonstrate respect and professionalism, and demonstrate good choices and sound judgement regarding product evaluations. Quality Inspectors must be able to work as a team during the production process and during any troubleshooting when products deviate from standards.

Quality Inspectors must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time, and have the ability to frequently travel between testing labs and all departments and facilities within the plant. Quality Inspectors must be able to work nights and weekends as required.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion EHSQ compliance throughout the plant facilities
- Perform test in accordance with quality program set forth by the Quality Manager
- Work with Production/Recycling personnel to determine disposition of raw materials, in process, and finished products, that do not meet quality standards
- Engage in machine tooling setup, calibrations, equipment inspections, and internal audits
- Ensure measuring equipment is calibrated and functioning properly; notify supervisor when machines are not in tolerance
- Work as a team member under the supervision of the Quality Control Supervisor
- Monitor each stage of the production process (raw material to finished warehousing) to avoid product defects
- All other duties assigned by supervisor and/or management

### **Basic Qualifications**

- High school diploma
- 1-2 years' experience in manufacturing or production processes
- Strong computer skills in MS Word, Excel, PowerPoint, ERP software
- Testing and measurement knowledge
- Organized and Detail Oriented
- Effective oral and written communication skills
- Must be willing and able to work night and weekend shifts as needed

### **Preferred**

- Bachelor's Degree in Quality Assurance/Management, or Engineering Technology
- Certified Quality Inspector certification (or equivalent)





## **Quality Manager**

### **Job Summary**

The Quality Manager is responsible for the supervision of the production process to make sure all products meet company quality standards. Duties includes developing and implementing quality control tests, inspecting products at various stages, and writing reports documenting production issues. A thorough understanding of ISO 9001 principles is required for this position, as the Quality Manager will also be responsible for the implementation of the Quality Management System (QMS) for the A4S Recycling and Manufacturing Plant.

The Quality Manager must be highly observant, have ability to make good decisions and judgements regarding product evaluations, and always maintain the highest of ethical standards. Must have good communication skills with experience on direct client interaction. The Quality Manager must have the ability to work in a team environment and is a strong leader who can motivate and train the team with relevant feedback and suggestions. The Quality Manager will report directly to the Plant General Manager.

The Quality manager must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time and be able to travel by foot between departments and workstations.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion EHSQ compliance throughout the organization
- Implement methods to inspect, test and evaluate products and production equipment
- Prepare reports by collecting, analyzing, and summarizing data
- Train and manage production personnel in production practices and quality assessment of goods
- Track products through the manufacturing process to guarantee that each part of the process is correct
- Analysis, critical-thinking and problem-solving skills to review systems, find inaccuracies and pose solutions
- Perform detailed and recorded inspections of final products to ensure products meet industry and company standards
- Eliminate products not meeting standards and finding reasons for product problems

### **Basic Qualifications**

- Highly observant and detail oriented
- Bachelor's degree (natural sciences, business management, industrial science, or statistics)
- 3-5 years' experience in production/manufacturing & assembly line processes
- Proficient with Microsoft Word, Excel, PowerPoint, and quality management software
- Excellent communication skills to convey information in reports, meetings, and status updates
- Well skilled in quality processes and statistical techniques
- Knowledge of measurement and test equipment
- Possess interpersonal skills

### **Preferred**

- Master's degree (natural sciences, business management, industrial science, or statistics)
- 5-10 years' Quality Management experience



## **R&D Lab Technician**

### **Job Summary**

Research & Development Lab Technicians will provide technical support to the Chief Scientist and Engineering Department in the preparation and execution of experimental activities and studies. R&D Lab Technicians will assist with the development and advancement of processes, equipment, new product, applications, and materials science, as it relates to recycled fiber-reinforced polymer composites.

R&D Lab Technicians must be able to handle technically challenging tasks and work well both independently and as a member of a team. Must be able to accurately perform physical testing, follow detailed and complex instructions with minimal supervision, maintain complete, well organized, and accurate notes, record and manage data using spreadsheets and databases. R&D Lab Techs are expected to quickly progress to the defining the critical problems to solve, design experiments, execute experiments, analyze results, draw conclusions, and communicate results. R&D Lab Technicians report directly to the Chief Scientist.

R&D Lab Technicians must be physically able to push, pull or lift a minimum of 50 pounds, be physically able to stand, sit, bend, walk and move around equipment for long periods of time. May be required to work some nights and/or weekends.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion EHSQ compliance throughout the plant facilities
- Works as a team supporting chemists and engineers in developing, screening, and commercializing new products, equipment, and processes
- Safely executes laboratory work requests, maintaining and running relevant laboratory apparatus and testing equipment and documenting data
- Achieves project goals using technical, role-specific skills and experience, and introduces new procedures for new instrument methods, equipment changes, or new equipment
- Acts responsible for calibration, safe operation and routine maintenance of simple and complex instruments, machinery, and system components, including production equipment
- Work closely with R&D team, management, recycling and manufacturing departments, and customers
- All other duties as required by supervisor and/or management

### **Basic Qualifications**

- Experience and/or formal education in chemistry, chemical process technology, engineering, or equivalent
- Minimum of 3 years of laboratory or research environment experience
- Strong troubleshooting and problem-solving skills
- Able to learn new computation tools quickly
- Organized and Detail Oriented
- Effective oral and written communication skills
- In lieu of formal education, A4S will consider those with four (4) + years of Active, relevant military experience and a High School Diploma or GED

### **Preferred**

- Bachelor's Degree in Mechanical Engineering, Chemistry, Engineering, Materials Science, Physics, Electrical Engineering or other science related
- Hands-on technical lab experience in one or more of the following: analytical equipment, robotics and high throughput research, synthesis and polymerization chemistry, microbiology



## **Recycling - Production Operator**

### **Job Summary**

Recycling - Production Operators will be cross-trained and responsible for overseeing the daily functions of recycling and manufacturing equipment/machines used in the production of fiber-reinforced composite products. The ideal candidate will have 3-5 years' experience as a machine operator in a fiberglass or composites production facility OR have good working knowledge of automated control systems, rotary kilns, gas separator and condensing equipment, and water treatment systems. Good working knowledge of at least one of the following types of equipment: automated machining centers, additive manufacturing equipment, multi-axis CNC mills/routers, waterjet cutting systems, ply cutters, chopped fiber spraying systems, gel coating equipment. In lieu of experience, Operators must be able to learn setup and programming of machines, understand machine functions, and willing to be trained and coached on specific job tasks throughout assigned work shifts.

Operators must always conduct themselves in a professional manner while keeping their workstation clean, safe, and orderly, utilizing 5S methodology. Operators must have a good understanding of the production processes and how to perform assigned duties. Production Operators report directly to the Production Supervisor within the assigned department.

Operators must be physically able to push, pull or lift a minimum of 50 pounds, be able to stand for long periods of time, and must be physically able to handle the physical rigors of the work performed during a required work shift. All Production Operators must be able to work nights and weekends as required.

### **Essential Duties and Responsibilities**

- Ensure personnel safety and champion safety in the workplace
- Operational knowledge of processing/production machines
- Maintain workstation and production area cleanliness
- Monitor machines for any tooling, mechanical, or programming issues potentially causing quality issues or inefficiencies or machine downtime.
- Perform pre-shift equipment checks and maintenance
- Strive to meet all production goals set forth by shift supervisor and management
- Work with quality personal to verify in process and finished products are within the acceptable range
- Prepare all production documentation for assigned area of responsibility during and after required shift
- All other duties assigned by assigned supervisor or management

### **Basic Qualifications**

- High school diploma
- Foster an environment of mutual respect amongst their peers in the workplace
- Able to be an effective member of a team (be mentored, trained, and coached)
- Understanding of production processes
- Good verbal communication skills
- Organized and Detail Oriented
- Ability to accept and comprehend instructions- written, spoken, schematic
- Proficient using both micrometers and calipers

### **Preferred**

- 3-5 years' experience as a composites manufacturing machinist/operator or laborer in a FRP composite manufacturing facility, OR 3-5 years' operator experience in chemical or fiberglass processing plant, foundry, or lumber mill